

Division of Personnel
Calculation of State of Missouri Benefits as a Percentage of Salary*

	Benefit Levels		Annual Salary Levels			
	Percentage	Monthly \$ Amount	Minimum \$20,148	Average \$34,321	\$40,000	\$50,000
Benefits in Addition to Salary						
Retirement	16.97%		\$3,419.12	\$5,824.29	\$6,788.00	\$8,485.00
Social Security						
OASDI	6.20%		\$1,249.18	\$2,127.91	\$2,480.00	\$3,100.00
Medicare	1.45%		\$292.15	\$497.66	\$580.00	\$725.00
Health Insurance		\$714.00	\$8,568.00	\$8,568.00	\$8,568.00	\$8,568.00
Retiree Health ¹	3.97%		\$799.88	\$1,362.55	\$1,588.00	\$1,985.00
Life Insurance	0.32%		\$64.47	\$109.83	\$128.00	\$160.00
Long Term Disability	0.495%		\$99.73	\$169.89	\$198.00	\$247.50
Worker's Comp & Unemployment	1.74%		\$350.58	\$597.19	\$696.00	\$870.00
Totals	31.15%	\$714.00	\$14,843.11	\$19,257.32	\$21,026.00	\$24,140.50

Percentage Amount of Benefits in Addition to Salary

For example, 56.1% is added to a salary of \$34,321.

	Annual Salary Levels			
	\$20,148	\$34,321	\$40,000	\$50,000
Benefits Included with Salary				
15 Days Annual Leave (1 to 10 Years of Service) ²	\$1,162.38	\$1,980.06	\$2,307.69	\$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	\$774.92	\$1,320.04	\$1,538.46	\$1,923.08
12 Holidays	\$929.91	\$1,584.05	\$1,846.15	\$2,307.69
Totals	\$2,867.21	\$4,884.15	\$5,692.30	\$7,115.39
Percentage Amount of Benefits Included with Salary	14.2%	14.2%	14.2%	14.2%
Dollar Value of Total Benefits	\$17,710.32	\$24,141.47	\$26,718.30	\$31,255.89
<u>Total Benefits as a Percent of Salary</u>	87.9%	70.3%	66.8%	62.5%

¹Retiree Medical Insurance State Contribution

²Annual Leave Benefits as a percent of salary increase by 1.2% for 11-15 years of service (18 days) and by 2.3% for 15+ years of service (21 days)

The Missouri Deferred Compensation Plan match was suspended beginning with the payroll dated 3/31/10.

*The average salary, reflected in these calculations, is for classified and covered employees in UCP agencies (both merit and non-merit) only. It does not include the Unclassified or Exempt positions in UCP agencies or the salaries for those agencies not covered by the UCP system.